



December 2013

# JSEC Newsletter

Glendive Job Service ♦ 211 South Kendrick

Office 377-3314 ♦ Fax 377-5831



*Contact Job Service for all your business needs.*

## Montana's Minimum Wage Will Increase January 1, 2014

Montana workers earning minimum wage will see an **increase** from \$7.80 per hour **to \$7.90 per hour** on January 1, 2014.

The law requires a minimum wage adjustment annually based on changes in inflation as measured by the Consumer Price Index (CPI) from August of the preceding year to August of the year in which the calculation is made. An adjustment to the minimum wage is to be calculated no later than September

30 of each year based on any increase in the CPI, rounded to the nearest five cents.

The current 2013 minimum wage rate is \$7.80 per hour. Based on an increase in the CPI of 1.5% from August, 2012 to August, 2013, the calculation used for determining the minimum wage rate for 2014 is as follows:

$\$7.80 \times .015 = \$0.12$ , rounded to \$0.10

Montana is one of 18 states that have a higher minimum wage than the national minimum wage of \$7.25. Washington has the highest minimum wage at \$9.19.

Information relating to Montana's minimum wage may be downloaded from DLI's website at [www.mtwagehourbopa.com](http://www.mtwagehourbopa.com)

## JSEC Career Fair

Over 350 students from Baker, Richey, Wibaux and Dawson County High Schools attended Career Fair 2013 on November 5<sup>th</sup>. They visited their selection of the businesses present in the DCHS gym to gain knowledge about the kinds

of careers available in their own home towns.

The JSEC created a Career Search Activity for the students to facilitate interaction with the businesses. Each student completing the activity was entered in a draw-

ing for a Trio Tablet. The winners were Justin Cox—Glendive and Skyla Wamsley—Wibaux.

Career Fair 2013 was a success! Thank you to all who contributed to it.

Congratulations Justin Cox and Skyla Wamsley!

### This Issue:

- Minimum Wage
- Career Fair
- JSEC Scholarship
- Training Needs
- Unemployment Rates
- UI Contribution Rates
- FREE Posters



Lonnie Cross, Darla Handran, Justin Cox, Tim Wall  
(Job Service) (JSEC)



Skyla Wamsley & Darla Handran  
(Job Service)

## JSEC Offers Scholarships to Area HS Seniors and DCC Students

The Glendive JSEC is once again offering scholarships of \$500 to graduating seniors, Class of 2014, who intend to further their education at Dawson Community College fall semester following graduation. Winning applications will be submitted for consideration at the state level, to the Montana State Employer Council, which offers the annual \$500 Fred Unmack Memorial Scholarship.

After the holiday break, high school seniors in Circle, Glendive, Richey

& Wibaux should contact their guidance counselor for the specifics.

JSEC has also expanded the scholarship by offering a \$500 award to a current Dawson Community College student who plans to return to DCC fulltime for the 2014-2015 academic year. The additional scholarship allows JSEC to assist a student to stay in college and complete his or her education at DCC, and to provide added support of the College. Preference is given to a previous JSEC recipient and/or cur-

rent resident of Dawson, McCone or Wibaux Counties.

DCC students should download the appropriate scholarship application packet from the college website <http://www.dawson.edu/future/scholarships>, follow instructions and submit the required materials to the Financial Aid office, postmarked no later than March 15, 2014.

## What Are Your Training Needs?

One of the goals of the Glendive JSEC is to provide area employers with meaningful, cost-effective training opportunities. To do so, we need to hear from you. Please take a few minutes to tell us what training you would like JSEC to offer in upcoming seminars.

Possible topics:

☐ Affordable Care Act

☐ Building Trust in the Workplace

☐ Conflict Resolution

☐ Customer Service

☐ Employment/Labor Laws

☐ Performance Management

☐ Preventing Workplace Violence

☐ Team Building

☐ Wrongful Discharge

☐ Other \_\_\_\_\_

☐ Other \_\_\_\_\_

Let us know via email, fax or phone: GlendiveJSC@mt.gov, 377-5831 (f), or 377-3314. Thank you!

## Unemployment Rates

MT	U.S.
4.8%	7.0%

County Unemployment Rates	
Dawson	2.9%
McCone	2.1%
Wibaux	2.8%

October 2013 Information

Unemployment Rate/Non-Seasonally Adjusted

As a general rule, the monthly employment and unemployment numbers reported in the news are seasonally adjusted data.

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## Montana Employers Will See a Decrease in Their 2014 UI Contribution Rates

The Department of Labor and Industry announced recently that the Unemployment Insurance Contribution Rate Schedule will be adjusted from schedule 6 to schedule 5, resulting in a decrease in many Montana employer's contribution rates for 2014. "Our statutory unemployment Rate Schedule is doing exactly what it is designed to do, provide for benefits during economic downturns, while rebuilding the fund as the economy grows", said Labor Commissioner Pam Bucy. "This decrease is further evidence that Montana's economy is recovering."

During the recession Montana Employers saw an increase in their contribution rate schedules. Each

year a statutory formula is used to determine employer contribution rates for the next calendar year. Legislation, initially passed in 1979, requires the automatic rate adjustment. There are 11 schedules as provided by law. The rates are decreasing from schedule 6 to schedule 5.

Throughout the recession, Montana has been one of only 18 states in the U.S. to maintain a positive UI Trust Fund balance. This means through careful management, and the timely contributions from Montana businesses, Montana did not have to borrow from the federal government in order to continue paying state UI benefits. Many states are now in the position of requiring ad-

ditional taxes from employers in order to pay back loans to the federal government and achieve solvency for their trust fund accounts.

Some employers will not experience a rate decrease as individual rates are based on an employer's overall unemployment rate history.

Individual employer rate information will be mailed in mid-December. For general information on UI rates, please visit:

<http://uid.dli.mt.gov>.



Back Row: Dawn Guenzi, Darla Handran, Lonnie Cross

Front Row: Karen Ohlin, Shannon Kadrmas

*Happy Holidays*

and

*Greetings of the Season from  
the Glendive Job Service*

## Employment Posters - FREE

**Required employment posters are available at no cost!**

**Posters required by federal law to be posted in each worksite:**

- Equal Employment Opportunity
- Family Medical Leave Act (employers with 50 or more employees)
- Federal Minimum Wage (must be dis-

played on an employee bulletin board)

- Job Safety and Health (OSHA)
- Polygraph (does not apply to public employers)
- Uniformed Services Employment and Reemployment Rights Act (USERRA)

The large **5-in-1 poster** (available through the

Glendive Job Service) incorporates the 1st five required postings listed above. June 2013 is the most recent publication date and includes all current language. USERRA is required in addition to the 5-in-1. The publication date of July 2008 is the most recent version of USERRA.

**Other “posters” required by Montana law to be posted on an employee bulletin board:**

- Proof of Unemployment Insurance Coverage
- Proof of Workers’ Compensation Coverage

These two documents are only available through the agencies providing your coverage.

**Do not pay for labor law posters!** Call Job Service at 377-3314 or stop by 211 S. Kendrick Ave.

### JSEC Members

Pat Cunningham  
Dawson Community College

Jerry Jimison  
City of Glendive

Stacey Stanfill  
BOSS Office

Ross Farber  
Glendive School District

Joetta Percy, JSEC Vice-Chair  
Glendive Medical Center

Kim Trangmoe, JSEC Chair  
Astoria Hotel & Suites

Nick Haag  
Montana Dakota Utilities

Carlena Quinn  
HKT Big Sky Motors

MaryAnn Vester  
Dawson Community College

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Interested in becoming a member of JSEC?

Call JSEC Chair, Kim Trangmoe at 377-6000 or any JSEC member.